

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 02-14

Introduced by Council President Hirsch at the request of the County Executive

Legislative Day No. 02-11 Date April 9, 2002

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 01-10, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 9, 2002

Introduced, read first time, ordered posted and public hearing scheduled

on: May 14, 2002

at: 7:00 p.m.

By Order: James E. Massey, Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 14, 2002, and concluded on, May 14, 2002

James E. Massey, Jr., Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. [00-17] 01-10, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	G-10
Administrative Assistant II	G-12
Administrative Specialist I	G-14
Administrative Specialist II	G-16
Alcohol/Drug Coordinator	G-18
Assistant Council Attorney	G-21
Assistant County Attorney I	G-18
Assistant County Attorney II	G-21
Assistant Supervisor, Transportation Services	G-15
Benefits Program Manager	G-15
Bus Driver	G-06
Business Retention Specialist	G-15
CAD Administrator	G-15
Claims Adjuster	G-14
Client Advocacy Services Manager	

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1	Client Advocacy Services Specialist	G-12
2	Community Resources Coordinator	G-13
3	Computer Center Coordinator	G-21
4	Coordinator, Commission for Women/Family	
5	Policy & Support	G-15
6	Coordinator for Disabilities	G-13
7	Cultural Arts Board Coordinator	G-13
8	Database Administrator	G-17
9	Deputy Director of Public Works	G-24
10	Director of Aging/Transportation Services	G-21
11	Executive Director, HCN	[G-18] G-20
12	Executive Director, Substance Abuse & Drug Control Policy	G-19
13	Facilities Officer	G-08
14	Fleet Manager	G-12
15	GIS Coordinator	G-20
16	GIS Public Access Technician	G-13
17	Grants Administrator	G-18
18	Grants Coordinator	G-16
19	Grants Specialist I	G-10
20	Grants Specialist II	G-12
21	Housing Services Coordinator	G-16
22	Housing Services Counselor	G-14
23	Human Relations Manager	G-20

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1	Human Resources Analyst	G-15
2	Human Resources Specialist	G-13
3	Human Resources Technician	G-11
4	Lead Bus Driver	G-09
5	Legal Assistant I	G-09
6	Legal Assistant II	G-13
7	Legal Assistant III	G-15
8	Legislative Drafter	G-18
9	Legislative Research Assistant	G-10
10	Long-Term Care Coordinator	G-14
11	Management Analyst	G-17
12	Management Assistant I	G-15
13	Management Assistant II	G-17
14	Manager, Classification/Employment Services	G-20
15	Manager, Information Systems Division	G-22
16	[Manager of Public Information	G-20]
17	Manager, Senior Center Division	G-18
18	Media Specialist	G-15
19	Producer/Manager, HCN	[G-15] G-18
20	Purchasing Agent I	G-12
21	Purchasing Agent II	G-15
22	Purchasing Agent III	G-17
23	Recycling Program Manager	G-18

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1	Risk Manager	G-20
2	Risk Management Assistant	G-12
3	Senior Assistant County Attorney	G-22
4	Senior Center Specialist	G-13
5	Supervisor, Central Services	G-15
6	Supervisor, Transportation Services	G-18
7	Systems Coordinator	G-20
8	Telecommunications Assistant	G-16
9	Telecommunications Specialist	G-19
10	UNIX Internet Administrative Technician	G-13
11	WEB DESIGNER	G-16
12	Webmaster	G-18
13	Zoning Hearing Assistant	G-13
14	<u>Building Maintenance Service:</u>	<u>Grade</u>
15	Building Construction and Repair Supervisor	G-15
16	Building Maintenance Mechanic I	G-11
17	Building Maintenance Mechanic II	G-13
18	Building Maintenance Supervisor	G-15
19	Building Maintenance Worker	G-06
20	Custodial Worker I	G-02
21	Custodial Worker II	G-05
22	Custodial Worker III	G-07
23	Master Cabinetmaker	G-13

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1	Skilled Trade Apprentice	G-08
2	Supervisor of Custodial Workers	G-13
3	<u>Clerical Service:</u>	<u>Grade</u>
4	Assistant Secretary of the Council	G-15
5	Central Services Operator	G-08
6	Central Services Specialist	G-11
7	Claims Clerk	G-09
8	Clerical Assistant	G-02
9	Clerk - Dispatcher	G-08
10	Clerk Typist I	G-04
11	Clerk Typist II	G-07
12	Computer Records Assistant	G-10
13	Help Desk Support Specialist	G-10
14	Human Resources Clerk	G-09
15	Legal Clerk	G-09
16	Legal Secretary	G-10
17	Legal Specialist I	G-10
18	Legal Specialist II	G-12
19	Legislative Secretary	G-10
20	Mail Room Clerk-Messenger	G-06
21	Procurement Clerk	G-09
22	Secretary	G-09
23	<u>Engineering and Related Service:</u>	<u>Grade</u>

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1	Chief, Access & Utilities Permits	G-19
2	Chief, Bureau of Construction Management	G-20
3	Chief Construction Inspector	G-17
4	Chief, Engineering Division	G-22
5	Chief, Environmental Enforcement	G-17
6	Chief, Facilities and Operations Division	G-20
7	Chief, Highways Division	G-21
8	Chief, Land Acquisition	G-18
9	Chief, Solid Waste Management Division	G-20
10	Chief, Water and Sewer Administration	G-22
11	Chief, Water/Sewer Utility Technician	G-17
12	Civil Engineer I	G-15
13	Civil Engineer II	G-18
14	Civil Engineer III	G-20
15	Civil Engineer IV	G-21
16	Construction Inspector I	G-12
17	Construction Inspector II	G-13
18	Construction Inspector III	G-15
19	Drafting Technician I	G-08
20	Drafting Technician II	G-10
21	Drafting Technician Trainee	G-05
22	Engineering Associate I	G-10
23	Engineering Associate II	G-13

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1	Engineering Associate III	G-15
2	Engineering Associate IV	G-17
3	ENGINEERING ASSOCIATE V	G-18
4	Land Surveyor	G-17
5	Process Engineer	G-20
6	Right-of-Way Agent I	G-13
7	Right-of-Way Agent II	G-15
8	Right-of-Way Agent III	G-16
9	Water/Sewer Permits Technician	G-12
10	Water/Sewer Utility Technician I	G-12
11	Water/Sewer Utility Technician II	G-14
12	Water/Sewer Utility Technician III	G-16
13	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
14	Accountant I	G-14
15	Accountant II	G-17
16	Accountant III	G-20
17	Accountant IV	G-21
18	Accounting Clerk I	G-08
19	Accounting Clerk II	G-11
20	Accounting Technician I	G-13
21	Accounting Technician II	G-14
22	Accounts Payable Supervisor	G-17
23	Administrative Budget Technician	G-14

1	Budget Analyst	G-16
2	Budget Assistant	G-10
3	Cashier - Development Trainee	G-04
4	Cashier I	G-08
5	Cashier II	G-11
6	Chief, Bureau of Accounting	G-22
7	Chief, Budget & Management Research	G-22
8	Computer Operations Supervisor	G-16
9	Computer Operator	G-11
10	Computer Operator Trainee	G-09
11	Computer Resources Technician	G-14
12	Deputy Chief, Budget & Management Research	G-20
13	Deputy Treasurer	G-24
14	Economic Development Financial Specialist	G-17
15	Financial Systems Coordinator	G-17
16	Internal Auditor I	G-14
17	Internal Auditor II	G-16
18	Programmer	G-14
19	Programmer Analyst	G-18
20	Revenue Collections Supervisor	G-17
21	Revenue Control Supervisor	G-17
22	Senior Budget Analyst	G-18
23	Senior Computer Operator	G-13

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1	Senior Computer Resources Technician	G-17
2	Systems Analyst	G-20
3	Systems Programmer	G-18
4	<u>Parks and Recreation Service:</u>	<u>Grade</u>
5	Chief of Parks and Facilities	G-20
6	Chief of Recreation	G-20
7	Park Maintenance Crew Leader	G-06
8	Park Maintenance Mechanic	G-11
9	Park Maintenance Worker I	G-02
10	Park Maintenance Worker II	G-04
11	Parks and Facilities Maintenance Supervisor	G-16
12	Recreation Specialist I	G-10
13	Recreation Specialist II	G-13
14	Recreation Specialist III	G-16
15	Recreation Specialist IV	G-17
16	Recreation Specialist V	G-18
17	<u>Planning and Zoning Service:</u>	<u>Grade</u>
18	Permits Review Supervisor	G-16
19	Planner I	G-14
20	Planner II	G-17
21	Planner III (Supervisory or Technical)	G-20
22	Planner IV	G-21
23	Planning and Zoning Division Chief	G-21

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1	Planning and Zoning Technician	G-12
2	Planning Assistant I	G-12
3	Planning Assistant II	G-13
4	Zoning Enforcement Coordinator	G-16
5	Zoning Inspector I	G-12
6	Zoning Inspector II	G-13
7	<u>Public Safety Service:</u>	<u>Grade</u>
8	Animal Control Officer I	G-09
9	Animal Control Officer II	G-11
10	Chief Animal Control Officer	G-16
11	Chief of Security	G-12
12	Deputy Manager, Emergency Management and Support Services	G-20
13	ELECTRONIC SERVICES TECHNICIAN	G-13
14	Manager, Emergency Services	G-22
15	Public Safety Coordinator	G-14
16	Public Safety Dispatcher - Probationary	G-07
17	Public Safety Dispatcher I	G-08
18	Public Safety Dispatcher II	G-10
19	Public Safety Dispatcher III	G-12
20	Public Safety Manager	G-17
21	Public Safety Supervisor	G-15
22	PUBLIC SAFETY TECHNOLOGY SUPERVISOR	G-16
23	Safety Inspector	G-13

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1	Safety Inspector Trainee	G-10
2	Safety Officer	G-17
3	<u>Labor and Trades Service:</u>	<u>Grade</u>
4	Assistant Storekeeper	G-05
5	Automotive Mechanic (GF)	G-09
6	Central Stores Coordinator	G-09
7	Chauffeur-Laborer	G-03
8	Equipment Operator I	G-05
9	Equipment Operator II	G-08
10	Equipment Operator III	G-09
11	Equipment Repairer	G-08
12	Laborer	G-01
13	Road Marking Equipment Operator I	G-06
14	Road Marking Equipment Operator II	G-09
15	Trades/Laborer	G-06
16	Traffic Sign Mechanic I	G-03
17	Traffic Sign Mechanic II	G-04
18	Traffic Sign Mechanic III	G-05
19	Utility Worker	G-09
20	Water Meter Mechanic I	G-07
21	Water Meter Mechanic II	G-09
22	Water Meter Mechanic Trainee	G-05
23	Water Meter Technician I	G-10

1	Water Meter Technician II	G-13
2	Water/Sewer Utility Worker I	G-03
3	Water/Sewer Utility Worker II	G-06
4	Water/Sewer Utility Worker III (Non-certified)	G-08
5	Water/Sewer Utility Worker III (Certified)	G-09
6	Water/Sewer Utility Worker IV	G-10
7	<u>Public Works Operation Service:</u>	<u>Grade</u>
8	Assistant Superintendent of Plant Operations	G-18
9	CHEMIST	G-17
10	Chief, Water & Sewer Facilities	G-21
11	Chief, Water & Sewer Operations	G-22
12	Crew Chief	G-13
13	Electrician/Water & Sewer Operations	G-14
14	Highways Maintenance Supervisor	G-16
15	Instrumentation Technician	G-14
16	Laboratory Assistant	G-10
17	[Laboratory Supervisor	G-19]
18	Laboratory Technician	G-13
19	Laboratory Technician, Grandfathered	G-14
20	Landfill Supervisor	G-13
21	Plant Operations Manager	[G-16] G-17
22	Plant Operator Trainee I (Water or Wastewater)	G-07
23	Plant Operator Trainee II (Water or Wastewater)	G-10

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1	Plant Operator (Water or Wastewater)	G-12
2	Plant Superintendent, Water & Sewer Facility Maintenance	G-19
3	Plant Superintendent, Water or Wastewater Operations	G-21
4	Pre-Treatment Inspector	G-15
5	Pre-Treatment Inspector, Grandfathered	G-16
6	SENIOR LABORATORY TECHNICIAN	G-15
7	Senior Plant Operator (Water or Wastewater)	G-14
8	Senior Water/Wastewater Facility Mechanic	G-14
9	Shift Supervisor/Plant Operations	[G-16] G-17
10	Superintendent of Highways	G-19
11	SUPERINTENDENT OF LABORATORIES	G-20
12	[Superintendent of Solid Waste Management	G-19]
13	Superintendent, Water and Sewer Facilities	G-20
14	Supervisor of Meter Operations	G-17
15	Traffic Operations Supervisor	G-16
16	Water and Sewer Maintenance Supervisor	G-17
17	Water and Sewer Facilities Maintenance Specialist	G-14
18	Water And Sewer Utility Crew Chief	G-14
19	Water/Wastewater Facility Mechanic	G-12
20	Water/Wastewater Facility Mechanic Trainee	G-10
21	Weighmaster/Attendant	G-08
22	<u>Permits and Inspection Service:</u>	<u>Grade</u>
23	Building Inspector I	G-12

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1	Building Inspector II	G-13
2	Building Inspector III	G-15
3	Chief, Building Services	G-18
4	Chief, Electrical Services	G-18
5	Chief, Housing Services	G-17
6	Chief, Plumbing Services	G-18
7	Commercial Inspector	G-16
8	Electrical Inspector I	G-12
9	Electrical Inspector II	G-13
10	Electrical Inspector III	G-15
11	Environmental Inspector I	G-12
12	Environmental Inspector II	G-13
13	Environmental Sanitarian	G-13
14	Licensing Clerk	G-09
15	Permits Clerk	G-09
16	Plans Reviewer	G-14
17	Plumbing Inspector I	G-12
18	Plumbing Inspector II	G-13
19	Plumbing Inspector III	G-15
20	<u>Exempt Personnel:</u>	<u>Grade</u>
21	Administrative Secretary I	G-12
22	Administrative Secretary II	G-13
23	Council Administrator	G-21

1	Council Attorney (Part-Time)	G-23
2	County Attorney	G-26
3	Deputy County Attorney	[G-24] G-25
4	Director of Administration	G-27
5	Director of Community Services	G-25
6	Director of Economic Development	G-25
7	Director of Governmental and Community Relations	[G-25] G-23
8	Director of Inspections, Licenses and Permits	G-25
9	Director of Parks and Recreation	G-25
10	Director of Planning and Zoning	G-25
11	Director of Procurement	G-24
12	Director of Public Works	G-26
13	Director of Human Resources	G-25
14	Secretary-County Executive	G-14
15	Treasurer	G-26
16	Zoning Hearing Examiner (Part-Time)	G-23

Special Funded PositionsSheriff's OfficeLaw Enforcement:Grade

4	Chief Deputy	L-09
5	Captain	L-07
6	Corporal	L-04
7	Deputy	L-02
8	Deputy First Class	L-03
9	Deputy/Recruit	L-01
10	Lieutenant	L-06
11	Major	L-08
12	Sergeant	L-05
13	<u>Corrections:</u>	
14	Captain	D-07
15	Corporal	D-04
16	Corrections Officer, Recruit	D-01
17	Lieutenant	D-06
18	Major	D-08
19	Officer	D-02
20	Officer First Class	D-03
21	Sergeant	D-05
22	<u>Unranked:</u>	
23	Accounting Clerk I	A-02

1	Accounting Clerk II	A-05
2	Administrative Assistant	A-07
3	ADMINISTRATOR	A-09
4	ASSET SEIZURE & FINANCIAL INVESTIGATOR	A-08
5	Budget Manager	A-10
6	Chaplain	A-05
7	Classifications Counselor	A-06
8	Cook	A-01
9	Command Staff Secretary	A-04
10	Computer Analyst	A-10
11	Computer Resource Technician	A-06
12	Crime Analyst	A-07
13	Health Services Administrator	A-09
14	Inmate Property Manager	A-04
15	IPC Booking Clerk I	A-02
16	IPC Booking Clerk II	A-03
17	Maintenance Supervisor	A-06
18	Personnel Manager	A-08
19	Pretrial Services Coordinator	A-07
20	Program Coordinator	A-07
21	Property Management Assistant	[A-02] A-04
22	PROPERTY MANAGER	A-07
23	PUBLIC INFORMATION OFFICER	A-08

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1	Quartermaster/Fleet Assistant	A-04
2	Quartermaster/Fleet Manager	A-09
3	Records Administrator	A-09
4	Records Clerk I	A-02
5	Records Clerk II	A-04
6	Records Clerk Supervisor	A-05
7	Records Manager	A-10
8	School Crossing Guard	A-01
9	Senior Cook	A-02
10	Steward	A-07
11	VICTIM SERVICES ASSISTANT	A-02
12	Victims' Services Manager	A-04
13	Warden	A-14
14	(Note: The above positions are funded by Harford County pursuant to state law and are included as	
15	a schedule of payments only; above listed positions are not Harford County employment positions.)	

Special Funded PositionsJudicialGrade

1		
2		
3		<u>Grade</u>
4	Administrative Secretary Assistant	C-06
5	Community Work Service Counselor	C-08
6	Court Bailiff	C-03
7	Court Reporter I	C-13
8	Court Reporter II	C-16
9	CRIMINAL ASSIGNMENT CLERK	C-09
10	Director, Community Work Services Program	C-11
11	EVALUATOR/MEDIATOR	C-15
12	Jury Commissioner	C-12
13	Law Clerk	C-10
14	PRO SE FORMS COORDINATOR	C-10
15	Secretary (Administrative)	C-12
16	Secretary I (Judicial)	C-08
17	Secretary II (Judicial)	C-10
18	Secretary III (Judicial)	C-11
19	Juvenile Master	C-12
20	Assistant to Jury Commissioner	[C-07] C-09
21	Social Worker	C-13
22	(Note: The above positions are funded by Harford County pursuant to state law and are included as a	
23	schedule of payments only; above listed positions are not Harford County employment positions.)	

Special Funded PositionsState's Attorney Office*

Administrator, State's Attorney's Office	G-19
Assistant State's Attorney I	G-18
Assistant State's Attorney II	G-19
Assistant State's Attorney III	G-21
Deputy State's Attorney/Senior Trial Assistant	G-24

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to state law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

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Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code, as amended.

Section 3. Be It Further Enacted, that

A. Step increases may be authorized upon completion of the performance appraisal program for County employees covered by the Pay Plan and Classification Plan. In order for a step increase, the employee must achieve a satisfactory or better performance appraisal in the year in which a step increase is authorized.

B. Employees who are ineligible for step increases by virtue of being in the last steps of their respective grades will be eligible to move into the first longevity step of their respective grades if they have achieved at least two years of service at the last step of their respective grades.

C. Employees who are in the longevity portion of the salary schedule must remain in each longevity step a minimum of two years before being eligible to move into successive longevity steps. HOWEVER, ANY EMPLOYEE RECEIVING A SATISFACTORY EVALUATION WHO IS IN LONGEVITY OR STEP 9 OF HIS/HER RESPECTIVE GRADE AND WHO IS INELIGIBLE FOR A STEP INCREASE BECAUSE THE TWO-YEAR WAITING PERIOD HAS NOT BEEN SATISFIED OR IS INELIGIBLE BECAUSE HE/SHE IS IN THE LAST LONGEVITY STEP SHALL BE ELIGIBLE TO RECEIVE A ONE-TIME PAYMENT OF \$550 WHICH SHALL BE PAID ON NOVEMBER 1, 2002. SUCH ONE-TIME PAYMENT SHALL NOT BE ADDED TO THE BASE SALARY OF THE EMPLOYEE.

D. Longevity steps may be denied if the employee does not achieve a performance appraisal of satisfactory or better in the year when eligible TO MOVE into a longevity step.

Section 4. Be It Further Enacted, that this Act is hereby declared to be an emergency act, necessary for the proper operation of the county government, and it shall become law on the date it is

1

2 signed by the County Executive; however, payments or benefits shall continue to be paid under
3 Ordinance [00-17] 01-10 until [June 22, 2001] JUNE 21, 2002 and no payments or benefits shall
4 accrue under this act until on or after [June 23, 2001] JUNE 22, 2002.

EFFECTIVE: May 16, 2002

*The Council Administrator does hereby certify that fifteen (15)
copies of this Bill are immediately available for distribution to the public
and the press.*


Council Administrator

**HARFORD COUNTY, MARYLAND
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 2003**

	1	2	3	4	5	6	7	8	9	L1	L2	L3	L4	L5	L6
A00	9.91														
A01	11.22	11.68													
A02	11.68	12.13	12.61	13.13	13.64	14.19	14.76	15.36	15.96	16.26	16.63	17.12	17.27	17.63	17.99
A03	12.57	13.09	13.58	14.14	14.70	15.30	15.91	16.55	17.23	17.58	17.94	18.28	18.63	18.99	19.39
A04	13.58	14.15	14.70	15.30	15.92	16.55	17.23	17.92	18.63	18.99	19.39	19.80	20.19	20.59	21.02
A05	14.71	15.29	15.91	16.55	17.23	17.94	18.63	19.40	20.15	20.54	20.95	21.36	21.78	22.21	22.67
A06	15.86	16.52	17.18	17.88	18.58	19.35	20.11	20.91	21.78	22.22	22.66	23.13	23.58	24.04	24.54
A07	17.11	17.83	18.52	19.30	20.05	20.85	21.73	22.58	23.49	23.94	24.40	24.90	25.39	25.91	26.40
A08	18.48	19.23	20.00	20.81	21.60	22.47	23.37	24.33	25.30	25.80	26.31	26.81	27.36	27.93	28.46
A09	19.96	20.76	21.55	22.42	23.33	24.24	25.20	26.22	27.27	27.83	28.38	28.92	29.49	30.10	30.70
A10	21.56	22.42	23.32	24.24	25.21	26.21	27.28	28.37	29.49	30.09	30.71	31.31	31.92	32.56	33.22
A11	23.27	24.18	25.15	26.15	27.23	28.34	29.42	30.58	31.79	32.47	33.11	33.77	34.42	35.13	35.84
A12	25.16	26.14	27.20	28.32	29.43	30.58	31.79	33.07	34.38	35.09	35.78	36.50	37.20	37.96	38.71
A13	27.16	28.28	29.38	30.53	31.75	33.01	34.32	35.69	37.11	37.84	38.61	39.38	40.18	40.98	41.79
A14	29.32	30.48	31.70	32.97	34.27	35.64	37.04	38.50	40.07	40.88	41.68	42.55	43.40	44.27	45.16
A15	31.63	32.90	34.22	35.58	37.01	38.46	39.97	41.57	43.24	44.10	44.96	45.87	46.78	47.74	48.68

**HARFORD COUNTY, MARYLAND
COURT SYSTEM SALARY SCHEDULE
FISCAL YEAR 2003**

	1	2	3	4	5	6	7	8	9	L1	L2	L3
C01	8.90	9.34	9.80	10.30	10.81	11.35	11.91	12.51	12.64	13.81	14.50	15.22
C02	9.33	9.79	10.29	10.80	11.34	11.90	12.50	13.14	13.80	14.49	15.21	15.97
C03	10.34	10.85	11.40	11.97	12.56	13.20	13.86	14.55	15.28	16.04	16.85	17.69
C04	11.53	12.12	12.73	13.37	14.03	14.75	15.48	16.25	17.06	17.92	18.81	19.76
C05	12.50	13.14	13.80	14.49	15.21	15.97	16.77	17.61	18.49	19.41	20.38	21.40
C06	13.11	13.77	14.46	15.18	15.94	16.74	17.58	18.46	19.38	20.35	21.37	22.44
C07	13.76	14.44	15.16	15.92	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54
C08	14.43	15.15	15.91	16.71	17.55	18.44	19.36	20.33	21.35	22.42	23.53	24.71
C09	15.86	16.64	17.47	18.34	19.26	20.22	21.23	22.29	23.41	24.57	25.81	27.10
C10	17.41	18.28	19.19	20.15	21.16	22.22	23.33	24.50	25.72	27.02	28.37	29.78
C11	20.10	21.11	22.16	23.26	24.42	25.64	26.94	28.28	29.69	31.18	32.72	34.37
C12	21.08	22.13	23.23	24.39	25.61	26.91	28.24	29.65	31.14	32.68	34.33	36.04
C13	23.19	24.34	25.56	26.85	28.19	29.59	31.09	32.63	34.27	35.98	37.77	39.66
C14	25.51	26.78	28.12	29.52	31.01	32.56	34.20	35.91	37.70	39.58	41.56	43.64
C15	27.90	29.29	30.75	32.29	33.91	35.60	37.38	39.24	41.21	43.27	45.43	47.70
C16	30.81	32.35	33.97	35.67	37.46	39.32	41.29	43.36	45.52	47.81	50.21	52.71

**HARFORD COUNTY, MARYLAND
CORRECTIONS SALARY SCHEDULE
FISCAL YEAR 2003**

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
D01	13.93														
D02	14.63	15.16	15.55	15.96	16.35	16.78	17.18	17.53	17.89	18.23	18.38	18.54	18.70	18.84	19.00
D03	16.09	16.67	17.11	17.58	17.99	18.42	18.91	19.29	19.65	20.05	20.21	20.40	20.55	20.72	20.92
D04	16.92	17.53	17.98	18.43	18.89	19.34	19.86	20.35	20.77	21.16	21.26	21.41	21.56	21.79	21.97
D05	17.78	18.38	18.88	19.35	19.85	20.31	20.92	21.56	21.98	22.42	22.52	22.62	22.79	22.89	23.10
D06	19.52	20.20	20.76	21.26	21.82	22.32	22.97	23.72	24.19	24.65	24.85	24.99	25.20	25.36	25.65
D07	21.50	22.21	22.82	23.37	23.98	24.53	25.30	26.11	26.60	27.11	27.37	27.62	27.87	28.08	28.48
D08	24.16	24.93	25.59	26.21	26.92	27.51	28.41	29.42	30.10	30.74	30.07	31.50	31.80	32.10	32.56

	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
D01															
D02	19.14	19.29	19.44	19.60	19.74	19.90	20.01	20.11	20.20	20.31	20.41	20.50	20.60	20.71	20.81
D03	21.06	21.21	21.42	21.56	21.73	21.87	22.04	22.13	22.23	22.33	22.42	22.58	22.66	22.79	22.88
D04	22.13	22.27	22.47	22.62	22.83	22.99	23.13	23.23	23.34	23.44	23.53	23.68	23.80	23.93	24.05
D05	23.24	23.38	23.59	23.74	23.99	24.16	24.29	24.40	24.49	24.60	24.69	24.85	25.01	25.17	25.25
D06	25.86	26.06	26.36	26.56	26.93	27.07	27.23	27.31	27.47	27.58	27.66	27.84	28.04	28.18	28.29
D07	28.73	29.03	29.39	29.68	30.10	30.29	30.45	30.54	30.69	30.85	30.96	31.11	31.34	31.51	31.60
D08	32.91	33.31	33.70	34.12	34.62	34.89	35.03	35.16	35.33	35.47	35.58	35.78	36.04	36.18	36.34

**HARFORD COUNTY, MARYLAND
GOVERNMENT SERVICE SALARY SCHEDULE
FISCAL YEAR 2003**

	1	2	3	4	5	6	7	8	9	L1	L2	L3	L4	L5	L6
G01	9.08	9.54	10.02	10.50	11.04	11.58	12.18	12.78	13.42	13.69	13.96	14.23	14.52	14.81	15.10
G02	9.57	10.06	10.53	11.07	11.65	12.23	12.83	13.47	14.13	14.44	14.71	15.00	15.30	15.61	15.92
G03	10.00	10.48	11.01	11.56	12.15	12.76	13.40	14.06	14.77	15.06	15.36	15.68	15.99	16.31	16.64
G04	10.31	10.82	11.38	11.92	12.53	13.16	13.83	14.51	15.22	15.54	15.85	16.16	16.49	16.81	17.14
G05	10.81	11.37	11.91	12.51	13.14	13.81	14.50	15.21	15.98	16.29	16.63	16.95	17.28	17.64	17.99
G06	10.96	11.50	12.09	12.69	13.33	13.98	14.69	15.44	16.19	16.53	16.85	17.18	17.53	17.88	18.23
G07	11.38	11.93	12.53	13.16	13.83	14.52	15.24	16.01	16.81	17.13	17.47	17.83	18.18	18.54	18.93
G08	11.63	12.22	12.81	13.45	14.12	14.83	15.57	16.34	17.17	17.52	17.87	18.22	18.59	18.96	19.33
G09	11.97	12.57	13.20	13.87	14.56	15.29	16.05	16.86	17.71	18.05	18.41	18.80	19.16	19.54	19.95
G10	12.64	13.28	13.93	14.63	15.36	16.13	16.94	17.79	18.70	19.05	19.44	19.83	20.21	20.61	21.04
G11	13.44	14.10	14.81	15.56	16.33	17.14	18.01	18.92	19.86	20.24	20.65	21.07	21.48	21.93	22.35
G12	14.23	14.95	15.70	16.50	17.31	18.18	19.08	20.04	21.05	21.46	21.90	22.32	22.78	23.23	23.69
G13	15.18	15.94	16.75	17.58	18.45	19.37	20.35	21.36	22.43	22.89	23.33	23.82	24.29	24.78	25.28
G14	16.21	17.02	17.88	18.79	19.72	20.71	21.74	22.83	23.97	24.42	24.93	25.42	25.94	26.45	26.99
G15	17.34	18.21	19.11	20.07	21.08	22.13	23.24	24.38	25.60	26.13	26.64	27.18	27.71	28.28	28.83
G16	17.94	18.85	19.79	20.77	21.82	22.90	24.04	25.25	26.50	27.04	27.58	28.13	28.68	29.26	29.84
G17	19.12	20.08	21.10	22.15	23.27	24.41	25.63	26.93	28.27	28.82	29.40	29.99	30.59	31.21	31.84
G18	20.55	21.57	22.65	23.80	24.99	26.24	27.54	28.91	30.37	30.96	31.59	32.23	32.88	33.54	34.21
G19	22.14	23.24	24.39	25.61	26.92	28.25	29.67	31.16	32.69	33.36	34.02	34.70	35.39	36.10	36.82
G20	23.92	25.09	26.36	27.67	29.07	30.51	32.03	33.63	35.31	36.03	36.74	37.47	38.22	38.99	39.76
G21	25.81	27.11	28.46	29.87	31.37	32.94	34.59	36.32	38.13	38.90	39.66	40.47	41.27	42.10	42.94
G22	26.56	27.90	29.29	30.76	32.30	33.92	35.62	37.39	39.26	40.06	40.83	41.66	42.50	43.35	44.23
G23	27.36	28.71	30.16	31.66	33.24	34.93	36.67	38.49	40.42	41.22	42.05	42.89	43.75	44.62	45.51
G24	28.69	30.21	31.56	33.07	34.60	36.10	37.74	39.44	41.21	42.04	42.87	43.73	44.60	45.49	46.41
G25	30.11	31.60	33.03	34.46	36.06	37.69	39.57	41.55	43.64	44.49	45.39	46.31	47.23	48.17	49.14
G26	33.15	34.80	36.54	38.38	40.28	42.31	44.42	46.63	48.99	49.95	50.96	51.97	53.01	54.08	55.17
G27	34.75	36.49	38.31	40.24	42.26	44.37	46.58	48.91	51.36	52.39	53.44	54.50	55.59	56.71	57.85

BILL NO. 02-14

**HARFORD COUNTY, MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 2003**

	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5
Competing Ranks															
L01	15.86														
L02	16.67	17.65	18.17	18.66	19.18	19.70	20.20	20.45	20.71	20.95	21.20	21.30	21.40	21.51	21.60
L03	18.33	19.43	19.98	20.54	21.10	21.64	22.21	22.51	22.78	23.08	23.32	23.43	23.52	23.67	23.80
L04	19.23	20.40	21.01	21.54	22.17	22.70	23.33	23.64	23.94	24.23	24.48	24.60	24.69	24.85	25.00
L05	21.15	22.41	23.12	23.71	24.37	24.99	25.70	26.09	26.46	26.85	27.20	27.35	27.51	27.71	27.97
L06	23.26	24.62	25.42	26.09	26.79	27.50	28.31	28.83	29.22	29.67	30.10	30.24	30.45	30.64	30.90
Appointed Ranks															
L07	25.58	27.08	27.96	28.71	29.47	30.28	31.15	31.69	32.15	32.65	33.10	33.26	33.45	33.71	33.97
L08	28.15	29.82	30.72	31.58	32.38	33.31	34.26	34.89	35.38	35.94	36.44	36.57	36.78	37.08	37.35
L09	30.97	32.79	33.79	34.75	35.62	36.63	37.70	38.35	38.90	39.50	40.08	40.27	40.46	40.82	41.08
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	L6	L7	L8	L9	L10	L11	L12	L13	L14	L15	L16	L17	L18	L19	L20
Competing Ranks															
L01															
L02	21.72	21.81	21.92	22.01	22.12	22.21	22.32	22.41	22.51	22.61	22.74	22.84	22.92	23.02	23.13
L03	23.90	23.98	24.09	24.23	24.34	24.42	24.54	24.63	24.79	24.91	24.99	25.10	25.20	25.34	25.44
L04	25.10	25.20	25.30	25.45	25.54	25.65	25.74	25.87	26.05	26.15	26.26	26.36	26.46	26.61	26.71
L05	28.11	28.27	28.42	28.61	28.84	28.98	29.14	29.28	29.58	29.73	29.88	30.04	30.19	30.44	30.59
L06	31.09	31.24	31.41	31.65	31.85	32.00	32.21	32.34	32.70	32.87	33.01	33.21	33.36	33.60	33.82
Appointed Ranks															
L07	34.21	34.38	34.53	34.82	35.02	35.16	35.42	35.58	35.98	36.14	36.28	36.52	36.68	37.01	37.20
L08	37.64	37.79	37.95	38.29	38.50	38.71	38.95	39.16	39.55	39.75	39.92	40.17	40.36	40.66	40.92
L09	41.42	41.58	41.72	42.14	42.33	42.59	42.84	43.09	43.49	43.75	43.90	44.19	44.39	44.75	45.02

BILL NO. 02-14

HARFORD COUNTY BILL NO. 02-14

Brief Title) Pay and Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

ENROLLED

James E. Massey, Jr.
Administrator

Cecilia H. L.
President

Date 5-14-02

Date 5/14/02

BY THE COUNCIL

Read the third time.

Passed: LSD 02-14 (May 14, 2002)

Failed of Passage: _____

By Order

James E. Massey, Jr.
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 16th day of May, 2002, at 4:00 p.m.



James E. Massey, Jr.
Council Administrator

BY THE EXECUTIVE

James M. Hubbs
COUNTY EXECUTIVE

APPROVED: Date May 16, 2002

BY THE COUNCIL

This Bill No. 02-14, having been approved by the Executive and returned to the Council, becomes law on May 16, 2002.

James E. Massey, Jr., Administrator

EFFECTIVE DATE: May 16, 2002

BILL NO. 02-14